



We are JUMEX

SUSTAINABILITY
REPORT
2021

THIS IS AN INTERACTIVE REPORT, MOVE YOUR MOUSE
AND BRING IT TO LIFE EVERY TIME YOU SEE THIS ICON.



We celebrate over 60 years nourishing the lives of millions of families in Mexico and the world. We have done so with desire, effort, passion, and reinventing ourselves with quality, innovation, warmth, with the best people and with the best fruits, the freshest; those of the Mexican field.



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SUSTAINABILITY

thinking
of our
future.

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with care
for the
world.

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with great
people.

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with love
for those
around us.

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Letter from the Chief Executive Officer

102-14

We are Jumex! **For over six decades our company has walked together with our consumers**, offering high quality products in Mexico and more than 40 countries. We are committed to our employees, customers, society, country, and planet to be better every day. Grupo Jumex has held the loyalty of its customers for more than 60 years and we want to reciprocate them by being an example of sustainability. Our business strategy is adjusted every day to have clear, formal and measurable objectives in

environmental, social and corporate governance topics. Today we publish our First Sustainability Report, in order to disclose some of our objectives and share with you the achievements made to date.

Throughout the process of elaboration of our products **we generate direct employment to more than 6,450 workers**, and many indirect jobs derived from the processing of fruit from Mexican fields, where we collaborate with producers of orange, apple and guava among other fruits, as well as

SALVI FOLCH

CEO

with the communities where our operations are located. The well-being of our employees is a central issue for us. We apply fair labor practices and are committed to offering adequate working conditions to our employees, respecting their rights and providing a work environment that allows them to develop properly.

In recent years we have seen how the interrelationship between companies, society and government has become relevant to promote care for environment and social development, in addition to the fact that we have faced important challenges due to the effect of the pandemic and the effect of climate change. This forces us to operate

with greater social, environmental and corporate governance awareness.

In this regard, despite the health crisis, **we managed to maintain jobs of all our people** and have an operational growth with the acquisition of a plant in Tuxpan Veracruz. This allows us to be closer to the fruit we process and the communities with which we work hand by hand. **We invested in infrastructure projects for the Frijolillo community, benefiting more than 1,500 people**, making orange producers have closer delivery points and thereby reducing the cost of transportation, decentralizing our operation in Mexico City, and contributing to reduce the generation of

greenhouse gases by the use of fuels in transportation.

Likewise, we carried out the construction of a **new plant in Monterrey, Nuevo León** to produce our export products, which was designed under the LEED sustainable building certification standard, **achieving a LEED Silver Level certification.**

Our goal has always been to surpass ourselves by discovering new ways of doing things, innovating in our products, processes and packaging, and expanding our portfolio. This would not be possible without the effort, dedication, and teamwork of those of us who make up this great family.

We maintain constant operational improvements to reduce the consumption of electrical energy, we always seek the efficient management of our waste and **we are making great efforts to achieve circularity** by integrating recyclable and biodegradable materials in our packaging.

**WE ARE COMMITTED
TO MEASURING AND
REDUCING OUR
ENVIRONMENTAL
IMPACT THROUGH
SPECIFIC PROGRAMS
AND AWARENESS
THROUGHOUT OUR
VALUE CHAIN.**

1961



1984



¿Cuál de estas te tocó llevar
en tu lonchera?

2007



2011



For 13 consecutive years we have obtained the **Distintivo Empresa Socialmente Responsable** granted by Centro Mexicano de Filantropía, demonstrating our commitment to social responsibility. An example of this is that, through Fundación Jumex, we promote education and art with which we reached more than 120 thousand people who visited Museo Jumex or attended educational activities.

With these actions we seek to strengthen our communities, the environment and our employees so that our products continue to reach families around the world.

The future presents us with challenges in the financial, logistics and availability of raw materials, however, **we have a continuous commitment to our stakeholders, and we will continue improving** to be an ally for our employees, suppliers, customers, consumers, and the community.

AT JUMEX WE ARE COMMITTED TO
SUSTAINABILITY. THANK YOU FOR
TRUSTING AND ACCOMPANYING US IN
LEARNING ABOUT OUR ACTIONS THEREOF
SHARED IN THIS DOCUMENT.

2021 relevant data

**12**

plants

**77**distribution
centers**482,676**

points of sale

**64**

distributors

**6,454**

employees

**10.7**average training hours
per employee**57,450**total hours
of training**10**liters per second
of treated water**1,500**people benefited from
community projects**60**

YEARS OF HISTORY

22

BRANDS

40

COUNTRIES

+500

PRODUCTS

18FRUITS AND VEGETABLES
THAT GIVE LIFE TO
OUR PORTFOLIO**+200**THOUSAND TONS
OF PROCESSED
FRUIT

Certifications



Empresa Socialmente Responsable (ESR)



Safe Quality Food (SQF)



Customs-Trade Partnership Against Terrorism (CTPAT)



Leadership in Energy and Environmental Design (LEED)
Silver, Monterrey Plant





MISSION

Our mission is to provide our consumers with world-class food and beverages, made mainly with fruit. Innovating with cutting-edge technologies in our processes, product, and packaging, generating value for shareholders.

VISION

Our vision is to position our brand as a global competitor in the world-class food and beverage industry, in different market segments. Staying at the forefront of the process, product, and packaging technology.



Who WE ARE

102-2, 102-3, 102-16

We are a **proudly Mexican** company, leaders in the beverage industry.

We are specialists in the production, marketing, distribution, and innovation of fruit-based beverages, constantly thinking about satisfying the needs of our consumers with high quality products.

We develop innovative products based on a deep knowledge of the needs of our consumers and customers that we have generated for more than 60 years, as well as the trust we have built with our value chain.

VALUES

Respect, honesty and commitment are the guiding axis of the values that define those of us who are part of Grupo Jumex.

These values have allowed us to grow and deserve the trust of Mexican families.



Honesty. We act with rectitude, integrity and legality in what we do.

Creativity. We innovate, research, use state-of-the-art technology and take advantage of the talent of our people.

Commitment. We are loyal to our organization, its purpose and legacy.

Agility. We are constantly evolving to meet the needs of our customers and consumers.

Challenge. The challenges drive us to improve our value proposition, day by day, individually and as an organization.

Respect. We treat all people, communities and the environment with respect and dignity.

Passion. We are excited to create quality beverages in Mexico for the world.

History

1961

We started the process of packaging peach in a 150 ml can.



1976

We started operations in Tulpetlac with the manufacture of cans used to package Jumex products.

1984

We launched a new product in glass container, presentation of one liter with apple, grape, orange and grapefruit, as well as tomato.



1979

We created a new slogan: **Jumex: Fresh fruit nothing more.** Since then, we have been accompanied by the Jumex tree.



1989

We launched the 250 ml bottle on the market.

We started the process to register the **Jumex** trademark with the slogan: *the blue can.*



1969

We changed the image of our brand under the slogan: *Jumex: The Beverage of the Future.*

1990

We started packaging fruit juices and nectars in one-liter Tetra Pak and Tetra Brik containers.



2001

Fundación Jumex Arte Contemporáneo was born.



1994

We achieved one of the maximum projects for the brand, giving a different shape to the can, we launched the new 335 ml can that replaced the traditional 350 ml can.



2002

We developed and launched our **Único Fresco** juice, an innovative product that uses high technology, with a single ingredient: orange juice. In that same year we made the decision to build the Chihuahua Plant for apple processing.

2005

Don Eugenio develops the launching of the iconic "**latabotella**", innovative packaging that won several international awards.

2007

We were pioneers in launching the **latabotella**, a futuristic vision of Jumex to give the consumer the best packaging that has the benefit of a bottle and a can in a single container.



2011

Once again we innovated by creating the Tetra Prisma of one liter.



2020

We made the purchase of the Gold Citrus Plant in Tuxpan, Veracruz, in order to boost the citrus concentrate business.

2013

We renewed our image with a logo with more modern and clean lines, continuing with the tradition and colors of our original identity.

We inaugurated the Museo Jumex.



We renewed our image as a reflection of the process we started to continue growing together. With this transformation we endorse our commitment to continue innovating to offer the best products in the different brands that make up our recognized portfolio of world quality, in addition to the commitment to the Mexican field and the communities of which it is part.



2021

» Tulpetlac is currently the main manufacturing center of Grupo Jumex.

This year Tulpetlac concentrated more than 85% of the company's total annual production.

» We inaugurated the Monterrey Plant with the capacity to install up to 10 production lines, investment focused mainly on the export market and a master distribution center with a capacity of up to 25,000 pallets.



Presence

102-4, 102-7, FB-NB-000.B

We have presence in 40 countries.

Our extensive and solid experience in Mexico has allowed us to position our products in international markets.

North America

- Mexico
- United States
- Canada
- Dominican Republic
- Jamaica
- Haiti
- Puerto Rico
- St. Kitts
- Bahamas

Europe

- Russia
- Czech Republic
- Holland
- Poland
- Lithuania
- Estonia
- Germany
- Spain
- Switzerland

Central and South America

- El Salvador
- Panama
- Honduras
- Costa Rica
- Colombia
- Peru
- Brazil
- Chile
- Argentina
- Uruguay

Africa and the Middle East

- Libya
- Dubai
- Iraq
- Saudi Arabia
- Qatar
- Lebanon
- Israel

Asia and Oceania

- South Korea
- Vietnam
- China
- Japan
- Australia



12
plants

482,676
points of sale

7
strategic distribution centers

3
master distribution centers

+180,000 m²
of warehousing

67
retail centers with +1,400 routes

Distribution network

- Agency
- External warehouse
- Agency distribution center
- Comission point
- Cross Dock
- Strategic
- Masters
- Transfer point



Our brands



Brands and products

102-2, 102-6

We have a wide portfolio of **juices, nectars and soft drinks** to meet the tastes and needs of each of our consumers according to their lifestyle.

8

CATEGORIES:

- » Juices and nectars
- » Orangeades
- » Energy drinks
- » Fruit juice and soft drinks
- » Sports drinks
- » Bottled and flavored water
- » Vegetable juices
- » Oral serums

Associated brands*



*As of May 2022 Nescafé, CarlosV and Nesquik cease to be associated brands.

Value chain

102-9, 102-10

We take care of our consumers by applying the highest quality standards in our value chain, offering them products that meet their needs, while aligning with the quality and safety requirements of national and international standards and certifications.

We promote sustainable practices along our value chain to achieve joint growth and offer the best products.



Certifications in our value chain



Safety Certification under GFSI scheme: SQF (Safe Quality Food)



Certification for the Hebrew Community: Kosher



Arab Community Certification: Halal



European certification based on the IJN for export of concentrates: SGF (Sure Global Fair)

WE ARE FRUIT EXPERTS**We get the best out of 14 different fruits and 4 vegetables that give life to our portfolio.**

We have assumed, as part of our commitment, to generate well-being in the communities that produce the fruits and vegetables that give life to our portfolio, and we are proud to say that this relationship of commitment and trust allows us to process today 350 thousand tons of the Mexican field each year.

Orange

Veracruz, Puebla and San Luis Potosí

Mango

Oaxaca, Nayarit, Sinaloa, Michoacán and Guerrero

Apple

Chihuahua, Puebla, Durango and Coahuila

Grapefruit

Veracruz

Pear

Michoacán and Puebla

Peach

Chihuahua and Zacatecas

Guava

Zacatecas, Aguascalientes and Michoacán

Pineapple, Grape, Strawberry, Banana, Cranberry, Pomegranate, Coconut, Nopal, Tomato, Celery and Carrot.



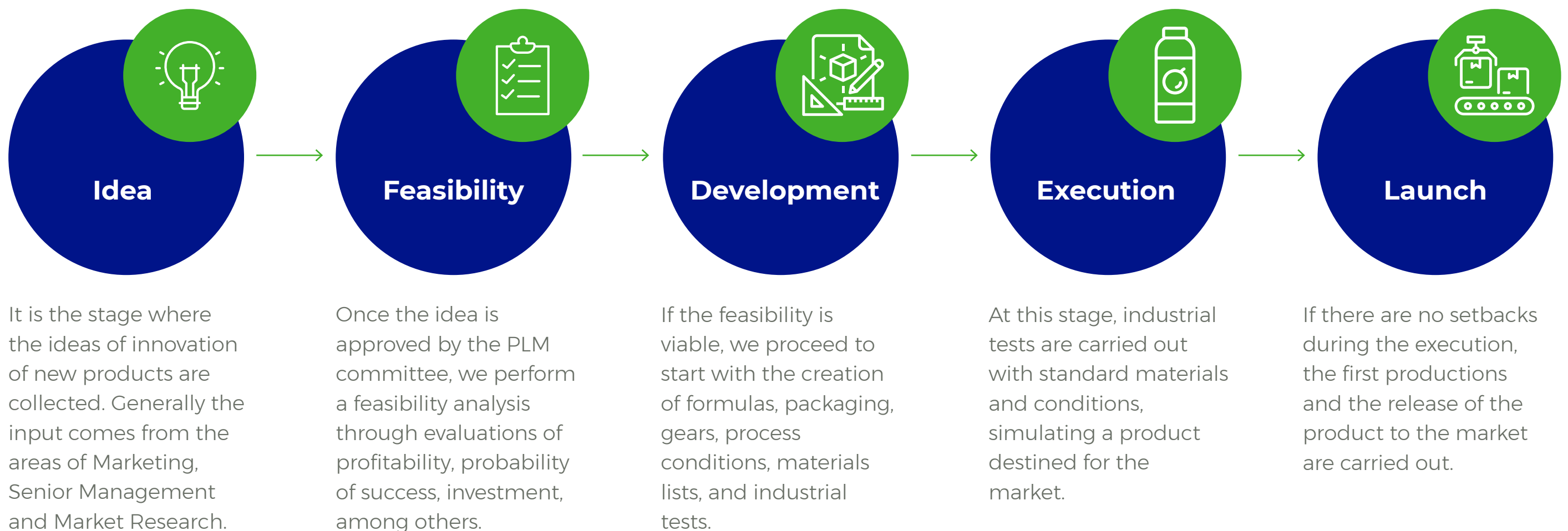
Our value chain



Innovation and development

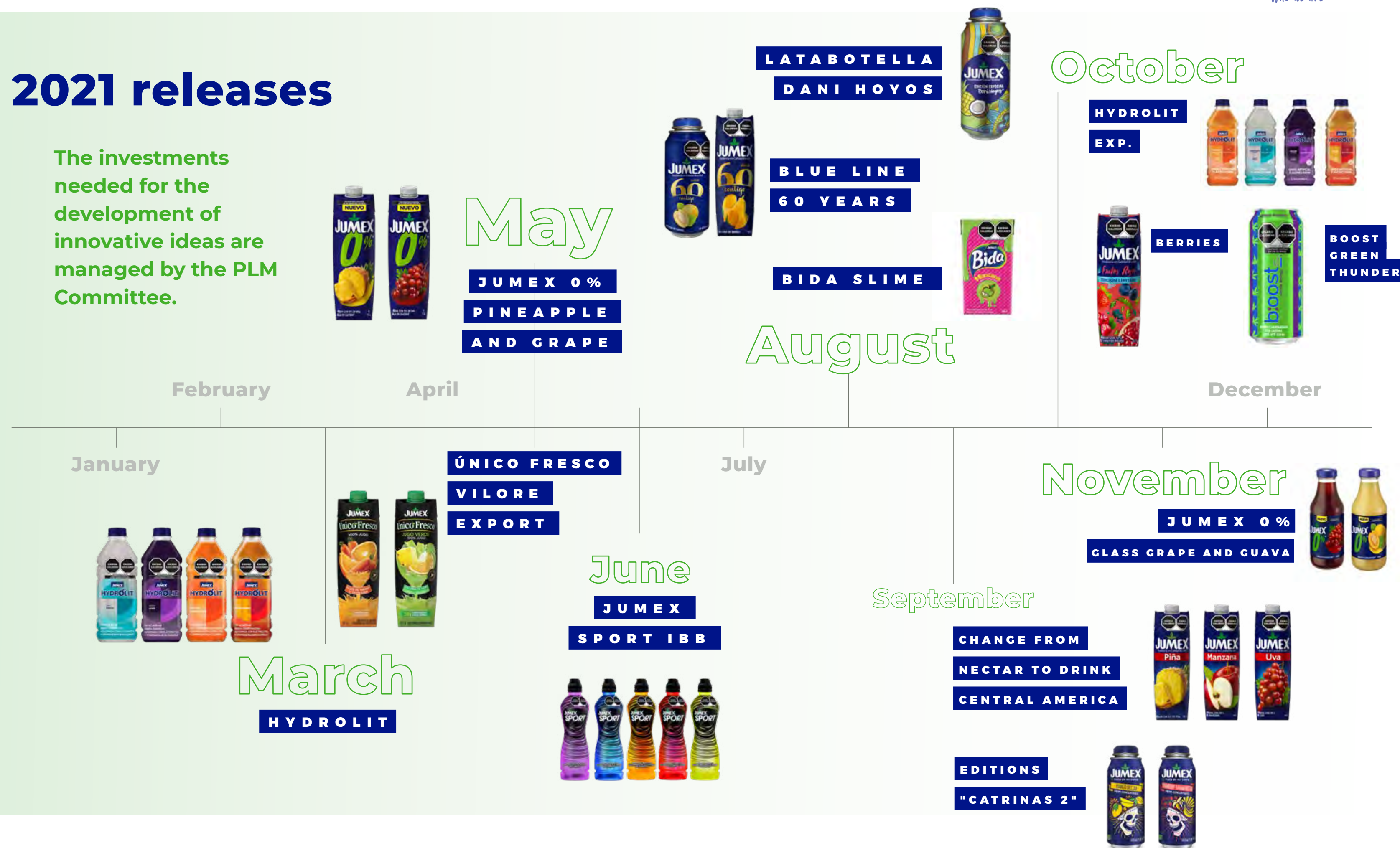
As an innovative company, we constantly develop products suitable for the needs of our consumers.

In Grupo Jumex the ideas and their development are managed through the **Product Lifecycle Management** (PLM) methodology which consists of the following stages:



2021 releases

The investments needed for the development of innovative ideas are managed by the PLM Committee.



Ethics and integrity

102-16, 102-17

We have different guidelines that lead the behavior of our employees to ensure compliance with current laws and regulations, act with transparency and accountability in our daily operations. One of them is our Code of Conduct.

These guidelines also include core policies to prevent money laundering, bribery and other corrupt behaviors, ensure the protection of personal data and comply with economic competition regulation.



Norms and standards of behavior

a. We respect people

- » Be inclusive and treat all people with respect, courtesy and impartiality.
- » Value the diversity of thought and opinions.
- » Encourage open and sincere dialogue.
- » Avoid and fight violence in all expressions.
- » Identify and report inappropriate behaviors.



c. We act with commitment and professionalism

- » Absence of conflict of interest.
- » Protection of tangible and intangible assets.
- » Responsible use of e-mail, internet and information systems.
- » Use of social networks and media.
- » Involvement of the company in political and/or proselytizing activities.

d. We value our relationship with third parties

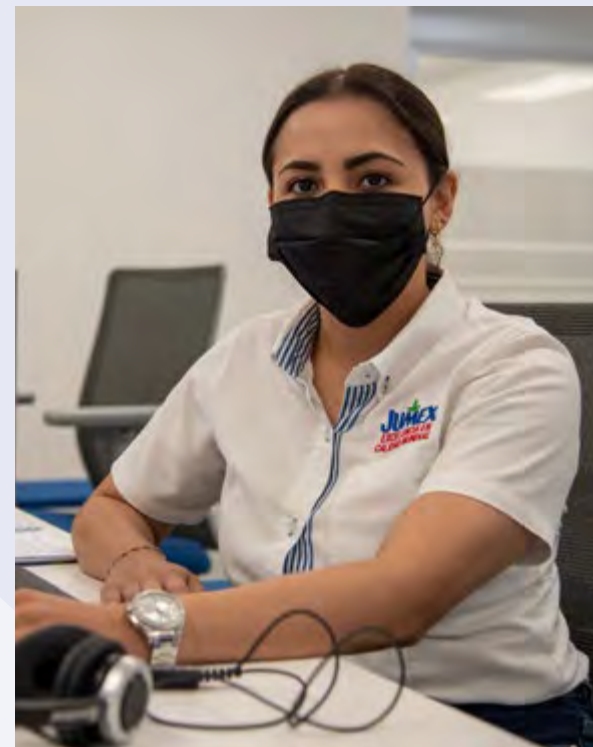
- » Consumers.
- » Clients.
- » Suppliers.
- » Responsible marketing.

e. We fulfill our responsibility



b. We do business honestly

- » Always act under a culture of legality.
- » Conduct ourselves responsibly and in good faith.
- » Respect the law and our source of work.
- » Always act with transparency and accountability.
- » Fulfill our work and business commitments.



Our daily actions, words and behaviors matter. Through the Code of Conduct we promote our values and purpose, to always act and make decisions with rectitude and integrity.

We have a whistleblowing system that everyone can use to report any conduct that is considered contrary to Jumex's Values, the provisions of the Code of Conduct, NOM-035 and/or the normative framework applicable to the organization.

Jumex listens

Email: contactanos@jumexteescucha.com

Phone: 800 3888 880

Website: jumexteescucha.com

When making a report, a tracking code is provided to obtain a response or check the status of the report. On the other hand, we have protocols that seek to ensure that complaints are dealt with confidentially and anonymously, and without any retaliation.





Oaxaca
Nayarit
Sinaloa
Michoacán
Guerrero

SUSTAINABILITY

We do things
thinking
of our
future.

10

**MATERIAL TOPICS GUIDE THE COURSE
OF OUR BUSINESS**

dreaming • contemplating • realizing • minding • believing



Sustainability

Since our beginnings we have been aware of the role we have as a company to responsibly take advantage of the environmental and social resources we need to operate.

TODAY, SUSTAINABILITY
IS AN INTEGRAL PART OF
OUR BUSINESS AND THE
WAY WE RELATE TO OUR
VALUE CHAIN.



Stakeholders

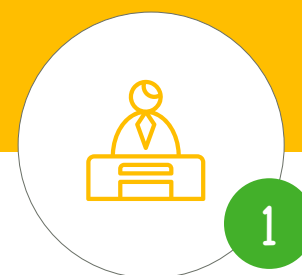
102-40, 102-42, 102-43, 102-44

Our stakeholders are those entities, organizations, or individuals that most impact Grupo Jumex or those whom we impact through our activities, operations and services.

During 2021, with the participation of all key areas of the organization, we made a revision of our main stakeholders and the interactions with them. This will allow us focusing efforts and communication, both on aspects relevant to the business, as well as on our progress in sustainability.

The result of this exercise was 10 main stakeholders with whom we maintain close, constant and bilateral communication through different communication channels to understand their needs and address their concerns.



Stakeholders**Directors**

1

Key issues and concerns

- »Energy management
- »Waste and effluents management
- »Climate strategy
- »Water management
- »Sustainable agriculture
- »Customer and consumer satisfaction
- »Innovation and development

Employees

2

- »Waste and effluents management
- »Greenhouse gas emissions
- »Water management
- »Wellness and work practices

Suppliers

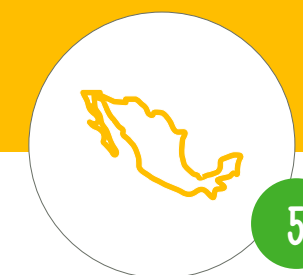
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- »Sustainable agriculture
- »Water management

Chambers and associations

4

- »Sustainable agriculture
- »Water management

National Clients

5

- »Climate strategy
- »Greenhouse gas emissions
- »Energy management
- »Waste management
- »Water management
- »Occupational well-being
- »Sustainable agriculture

Stakeholders**International Clients**

6

Key issues and concerns

- »Climate strategy
- »Greenhouse gas emissions
- »Energy management
- »Waste management
- »Water management
- »Occupational well-being
- »Sustainable agriculture

Communities

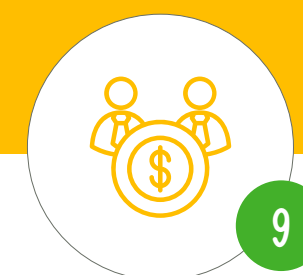
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- »Climate strategy
- »Greenhouse gas emissions
- »Energy management
- »Waste management
- »Water management
- »Occupational well-being
- »Sustainable agriculture

Consumers

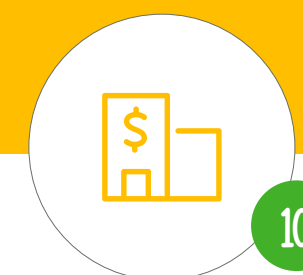
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- »Climate strategy
- »Greenhouse gas emissions
- »Energy management
- »Waste management
- »Water management
- »Occupational well-being
- »Sustainable agriculture

Shareholders

9

- »Innovation and development
- »Water management
- »Nutrition and health
- »Customer satisfaction
- »Sustainable agriculture

Financial institutions

10

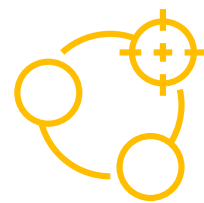
- »Innovation and development
- »Water management
- »Nutrition and health
- »Customer satisfaction
- »Sustainable agriculture

Materiality

102-46, 102-47

For the first time we carried out a materiality analysis following the methodology recommended by the Global Reporting Initiative (GRI), with the aim of identifying the issues in which we generate the greatest impact – positive or negative, current or potential, in the economy, environment, people and human rights – or those issues that impact the business or our stakeholders.

We carried out this exercise based on information from different interactions with some of our stakeholders such as employees, consumers, customers, directors, chambers and associations, and suppliers, as well as other internal sources, where we identified:



» The relevant topics in the decisions of the stakeholders.



» The issues that have a social, environmental and economic impact for Grupo Jumex.



» Current initiatives and standards that stand out in the beverages industry.



» The global trends for our sector in ESG matters that must be considered in the business.

Then the topics were prioritized according to their impact and relevance to our stakeholders or the business.

10

MATERIAL TOPICS AS A RESULT, WHOSE PERFORMANCE AND MAIN RESULTS ARE DISCLOSED THROUGHOUT THIS REPORT.



Materiality assessment

The matrix shows the relationship that the different topics have according to the importance for Grupo Jumex and the importance for the stakeholders. The material topics are classified into Environmental, Social and Governance.

Environmental

- ⑤ Water management
- ⑦ Sustainable agriculture
- ② Waste and effluents management
- ① Energy management
- ③ Greenhouse gas emissions
- ④ Climate strategy

Social

- ⑨ Nutrition and health
- ⑰ Customer and consumer satisfaction
- ⑭ Well-being and labor practices

Governance

- ⑳ Innovation and development



Our materiality is the first step to contribute to improving sustainability in Grupo Jumex.



Risk management

102-29, 102-30

Like any organization, in Grupo Jumex we are exposed to different risks on environmental, financial, market, regulatory, legal, fiscal, technological, social, natural disasters, and those related to climate change that could impact our business.

Seeking to identify, mitigate and address the different internal and external risks to which we are exposed, as well as their impacts on our operation, the Management Committee carries out the following actions:



» Presents and proposes the Annual Business Plan.



» Defines the business culture.



» Designs a strategic plan for the achievement of the objectives.



» Evaluates the performance of the company and the fulfillment of its objectives.



» Makes decisions regarding deviations from the plan to regain control.

Addressing risks contributes to the resilience of our business.

LEED Certification

In February 2022, our Jumex Monterrey Plant in Salinas Victoria, Nuevo León received LEED Silver Certification.

Leadership in Energy and Environmental Design (LEED) Certification is an internationally recognized certification system for sustainable buildings created by the U.S. Green Building Council.

Through a points system, buildings can achieve one of four levels of certification. We began the certification process in 2021 and finally in February 2022 we met the requirements for six categories, highlighting significant efficiencies and savings.



**Location and transport**

20%

REDUCED PARKING SPACES

Sustainable sites

75%

OF THE ROOFTOP AREA FEATURES A HIGH SOLAR REFLECTANCE INDEX TO HELP THE HEAT ISLAND EFFECT

Water efficiency

522,549

LITERS OF WATER SAVED ANNUALLY IN THIS BUILDING

Energy and atmosphere

1,143,155

KWH SAVED, REPRESENTING A SAVING OF \$967,199 PESOS PER YEAR COMPARED TO A SIMILAR BUILDING

Materials and resources

65%

OF FURNITURE DRAWERS HAVE POST AND PRE-CONSUMPTION RECYCLED CONTENT

Indoor environment quality

75%

OF OCCUPANTS HAVE OUTSIDE SIGHTS OR MOVEMENT SIGHTS, REDUCING STRESS

100%

OF EMPLOYEES HAVE THE OPTION OF USING PRIVATE PUBLIC TRANSPORT, ENCOURAGING **CARPPOOLING**

95%

OF THE RAINWATER ON SITE IS SENT TO A WELL OR NATURAL BASIN, AVOIDING SENDING RAINWATER TO THE DRAIN

3%

WATER MEASUREMENT SYSTEMS TO CONTROL WATER CONSUMPTION

0%

IN USE OF CFC REFRIGERANTS IN THE AIR CONDITIONING SYSTEM

87%

OF THE CONSTRUCTION WASTE WAS DIVERTED FROM LANDFILL AND SEPARATED TO BE REUSED OR RECYCLED

15%

OF THE TOTAL AIR IS FROM OUTSIDE, IMPROVING THE QUALITY OF THE ENVIRONMENT



Puebla
Michoacán

ENVIRONMENT

**We do things
with *care*
for the
world.**

+ 95%

**OF OUR WASTE IS RECYCLABLE
AND REUSED**



Environment

Since our beginnings, we have worked every day to get the best out of the fruit and bring a wide variety of juices, nectars and world-class beverages to each family's table, without compromising the balance of the environment which provides our inputs.



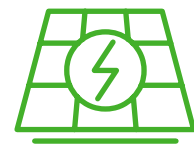
Climate strategy

201-2

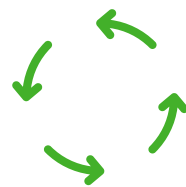
At Grupo Jumex we are convinced that climate change is a reality, so identifying the risks and opportunities we could face is of great relevance for our business.

RISKS				
Risk description	Clasificación	Impact	Financial implications	Methods used to manage risk
Frost in Chihuahua and Monterrey	Physical	Pipe freezing	Production stoppage	Lines are drained to prevent pipe freezing
OPPORTUNITIES				
Investment in new technologies in combustion equipment	Physical	Reduction of greenhouse gas emissions	Expenditure	Investment projects

Additionally, we are working on developing a climate strategy to frame and direct the actions we are implementing focused on reducing our carbon footprint, including:



» We are implementing photovoltaic projects for energy production.



» We carry out a life cycle analysis of products to establish carbon footprint reduction targets.



» We implemented a weight reduction plan in PET containers (Jumex Sport, Kermato).



» We acquired new state-of-the-art steam generating equipment for greater efficiency.



» We acquired a hybrid delivery fleet with Euro 6 technology.

In addition, since 2013 we started a water, gas and electricity program, **Jumex AGE**. We invite our employees to join different initiatives they can carry out in their daily lives, and we also implemented improvements within our operation.



JUMEX AGE SUCCESS STORIES

» We implemented automatic background purges, given that the removal of impurities is essential to maintain steam quality.

» We changed vertical pumps for horizontal, in this way water is heated at a lower speed avoiding bubbling and maintaining the temperature.

» We changed a feed tank to boilers, installed a 44-thousand-liter tank to avoid spills.

» We installed a steam flowmeter for consumption measurement.

October

We celebrated the **month of efficient use of water**, organizing a photo contest and other actions that allowed us to take care of the water for 826 families of five members for a full year.

November

We invited our employees to participate in a LUPs contest on the **efficient use of gas**, in which they could win prizes such as a bicycle, a boiler or an express pot.

December

As part of **the month of efficient use of electricity**, we organized a poster contest with messages alluding to the care of this resource in the company or in daily life.

As part of this program, we made improvements to our processes such as optimizing the SLATE system for carburetion efficiency, using a gas particle ionizer to improve combustion and swapping engines for new high-efficiency ones.

The results of these efficiencies are presented in the Water and Energy Management sections within this chapter.

SUSTENTABILIDAD

OCTUBRE
MES DEL USO EFICIENTE DEL AGUA

Con tu esfuerzo y el de nuestros expertos en sustentabilidad en Grupo Jumex hemos logrado cuidar el agua equivalente al suministro para:

826 familias de 5 miembros durante un año completo

Con esta y otras acciones lo que tú hagas cuenta. ¡Vamos por más!

Grupo Jumex en favor de la Sustentabilidad Ambiental

SUSTENTABILIDAD

Ganadores del Concurso "Uso eficiente del Gas" ¡Muchas Felicidades!

1er Lugar: Bicicleta Rodada 26

2do Lugar: Calentador de Paso

3er Lugar: Olla de Presión Ecko

Plantas Medicinales: Roberto Calvo, Francisco Sánchez Gutiérrez, Valeria A. Ramírez Ciles

Plantas Aromáticas: Jesse Álvarez Salazar, Bryan Eduardo Siles, Eduardo Esteban Galán

Casa de Puntos: Miguel Ángel Rodríguez Luna, Ciberta Castañeda Flores, Marco Antonio Castillo Vaz

Plantas Esenciales: Javier Julián Rojas Morales, Brandon González González, Angella Chávez García

Consejeros: César Cortés, José Romero, Tania Hernández

Laboratorio 1: Gladys Hernández, Rita Barrón, Hugo González Nolasco

Laboratorio 2: Octavio Benítez Ayala, Iván de Jesús Martínez Mosqueda, Alejandro Sánchez Díaz

Plantas Aislantes: Marcos Arturo Casañas López, Francisco Amador Pérez Martínez, Araceli Chula Nolasco

Grupo Jumex en favor de la Sustentabilidad Ambiental

SUSTENTABILIDAD

DICIEMBRE
Mes del Uso Eficiente de la Electricidad

En Grupo Jumex hemos logrado hacer un uso eficiente de la energía eléctrica, logrando ahorrar el equivalente para abastecer a:

6,365 hogares durante un año completo

Con esta y otras acciones lo que tú hagas cuenta. ¡Vamos por más!

Grupo Jumex en favor de la Sustentabilidad Ambiental

Sustainable agriculture

FB-NB-440a.1, FB-NB-440a.2

A sustainable and resilient supply chain is crucial for us to satisfy the hydration needs of our consumers at every moment of the day, especially when much of the inputs we need come from the field.

Thanks to the commitment and close relationship we have with producers of the Mexican field, it is possible for Grupo Jumex to transform over 200 thousand tons of fruit into products of world quality each year.



We invest and bring resources that give life to the land so we can harvest the best fruits. Some of our best practices in this regard include:



» In 2019 we installed biofactories that generate agricultural inputs from organic elements.



» In 2019 we donated 4,800 apple and mango fruit trees in Chihuahua and Oaxaca.



» It is proposed to resume training programs for producers to improve crops, eliminating the use of chemical fertilizers and pesticides through the creation of Agricultural Operation Centers.

We also have identified the potential supply, environmental and social risks we face with our priority ingredients.

INGREDIENT	Risk description
WATER	Shortages in some regions of the country.
FRUIT	Production problems and scarcity.
FRUCTOSE	Warning labels related to fructose-sweetened products.

90% OF THE FRUITS AND VEGETABLES WE USE AS INGREDIENTS COME FROM AREAS WITHOUT WATER STRESS

Water management

303-3, 303-4, 303-5, FB-NB-140a.1, FB-NB-140a.2

Water is an indispensable resource to produce our beverages, so we know that we are committed to ensuring the efficient use in our processes. We recognize that we must take care of this resource for the benefit of society and the planet.

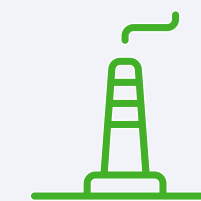
We have defined metrics and initiatives, designed to use water more efficiently such as:



» We have a wastewater treatment plant and tertiary treatment for water reuse.



» We reuse water in the fruit washing process, which comes from evaporated water.

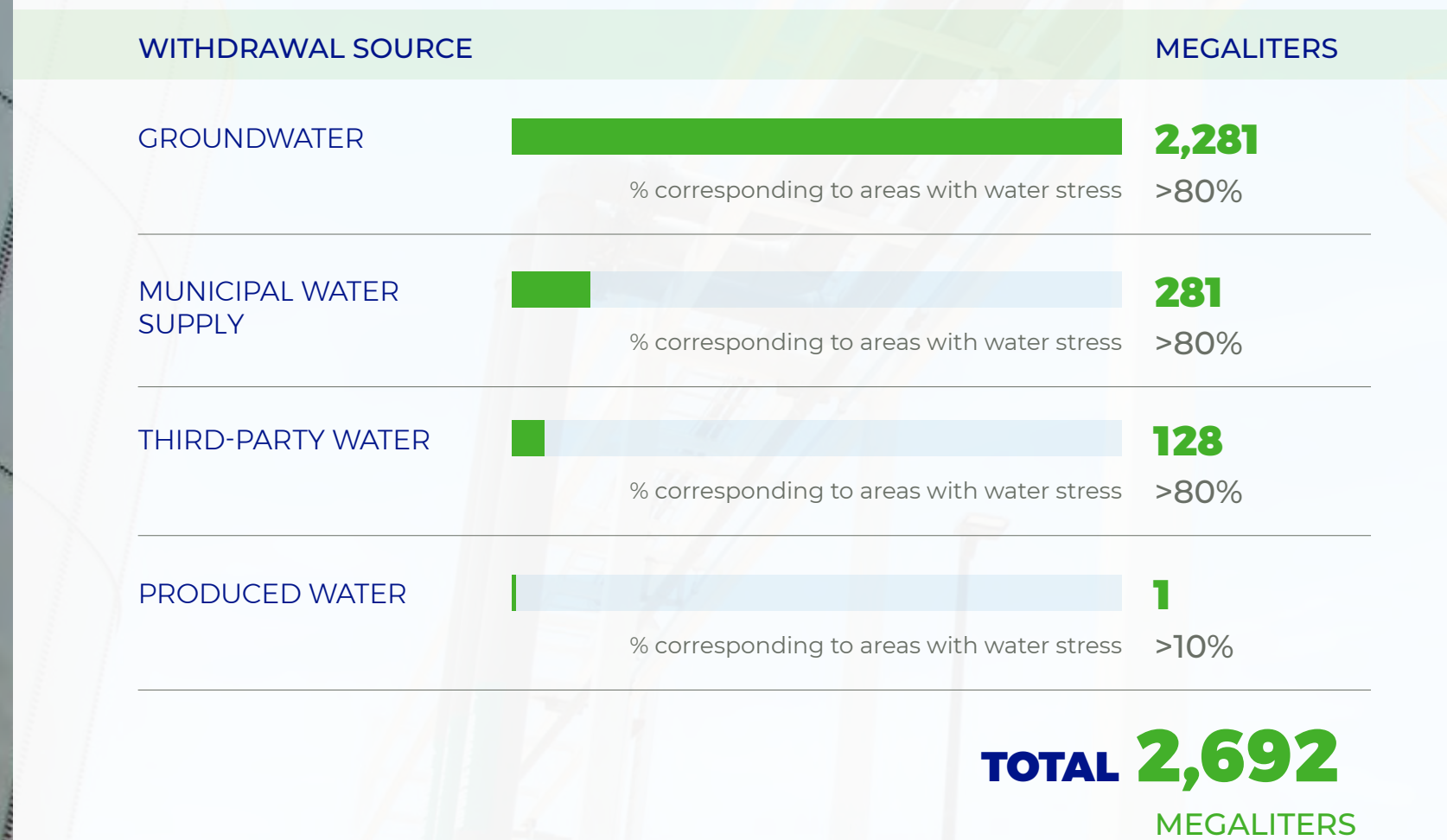


» We have closed circuits of energy saving in pasteurization and cooling processes of containers – cooling towers.



» We have specific objectives per plant, focused on achieving better efficiencies in water use compared to the previous year.

WATER CONSUMPTION



We treat all the wastewater that results from our production processes, especially because of the high organic load waters can have due to fruit concentrates.

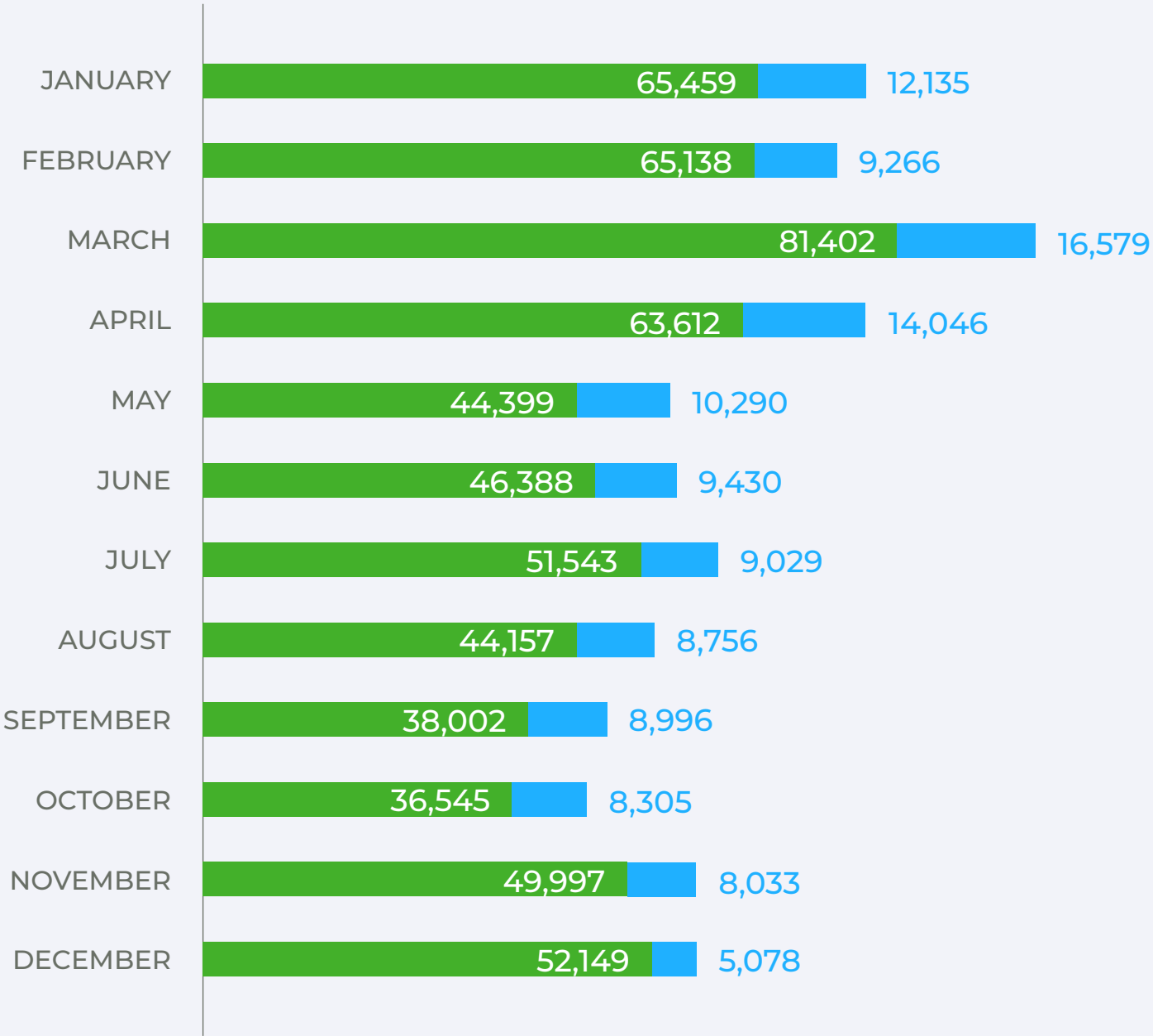
1.614

LITERS/BOTTLED LITER
INTENSITY IN WATER
USE

TANQUE PERCOLA
Cap. 368m³

TREATED AND REUSED WATER
(m³)

- WWTP (TREATED WATER)
- WWTP CONSUMPTION (REUSED WATER)



WWTP: Wastewater Treatment Plant.



WATER DISCHARGES

DESTINATION	MEGALITERS
THIRD-PARTY WATER	0
SURFACE WATER	807

TOTAL 807
MEGALITERS



Aware that water is a priority resource for our operation, we identified the risks related to the way we manage it and we are in the process of analyzing and implementing practices to mitigate them.

RISKS ASSOCIATED

WITH WATER WITHDRAWAL AND		
consumption in terms of environmental restrictions	consumption in terms of regulatory and financial constraints	with water or wastewater discharges
<ul style="list-style-type: none"> »Water stress in the north and central areas of the country. »Environmental contingencies, for example, frosts in the north and south of the country, hurricanes; last year the Category Three Hurricane Grace occurred. 	<ul style="list-style-type: none"> »The amount of extraction is limited by a concession title, which in turn is in force for a certain period. »The increase in the costs of consumables to carry out water treatment, which depend on the region in which our plants are located. »The change or updating of standards, such as NOM 001 SEMARNAT. 	<ul style="list-style-type: none"> »Destabilization of water treatment plants. »The increase in the costs of consumables to carry out water treatment, which depends on the region in which our plants are located. »The change in NOM 001 SEMARNAT, modifications must be developed for compliance with the new Standard in the existing WWTPs.

Energy management

302-1, 302-2, 302-3, FB-NB-110a.1, FB-NB-130a.1

Energy is another of the key resources for our operations, so we have set ourselves the goal of improving energy efficiency along our value chain.

The energy we use at Grupo Jumex is for the operation of our manufacturing plants, corporate offices and distribution centers, while the fuel is for

steam generation for manufacturing processes and transportation.

Our main source of supply for electricity is the network of the *Comisión Federal de Electricidad* (CFE). We have a high voltage substation (85,000 V) with capacity for 14 MW for our complex in Tulpetlac, energy supplied by CFE Calificados.

ELECTRICAL ENERGY CONSUMPTION			FUEL CONSUMPTION FROM STATIONARY SOURCES		FUEL CONSUMPTION OF MOBILE SOURCES	
LOCATION	MWh	GJ	SOURCE	LITERS	SOURCE	LITERS
PLANTS	77,296	278,266	NATURAL GAS	16,952,944,370	GASOLINE	5,544,389
DISTRIBUTION CENTERS	1,761	6,340	FUELOIL	465,298	LP GAS	771,031
			DIESEL	150	DIESEL	192,168
Total	79,057	284,606	Total	16,953,409,818	Total	6,507,588



0.037

kWh/BOTTLED LITER

ENERGY INTENSITY

1.155

kWh/KG CONCENTRATE

FUELOIL INTENSITY

0.148

kWh/BOTTLED LITER

GAS INTENSITY

We have implemented electricity and fuel saving projects in all our facilities, including the change of high energy efficiency luminaires. In the WWTP of Tulpetlac complex we have a 1.2 MW cogeneration system.



GHG emissions

305-1, 305-2

In line with our commitment to the environment, we quantify and report greenhouse gas (GHG) emissions generated by our operations.

Our Direct Scope 1 emissions correspond to the consumption of natural gas and LP gas used in boilers and the diesel consumption of our delivery units. On the other hand, our indirect Scope 2 emissions are derived from the use of electrical energy in our offices, plants and production processes.

73,878

SCOPE 1 – DIRECT EMISSIONS tCO₂e

36,320

SCOPE 2 – INDIRECT EMISSIONS tCO₂e

In addition, we have initiatives focused on reducing our emissions, which are listed in the Climate Strategy section.

Waste management

306-3, 306-4, 306-5

We seek to mitigate the environmental impact of our operations, which is why we promote a culture of waste management throughout our value chain.

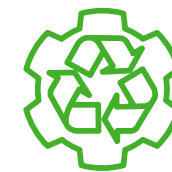
We use different recycling, reduction and reuse strategies, which are based on:



» Separation of recoverable materials.



» Sending organic waste to other sites for reuse.



» Identification of improvements in the value chain through life cycle analysis and the comprehensive waste management plan.



» Selection of service providers based on the best treatment and reuse proposals.

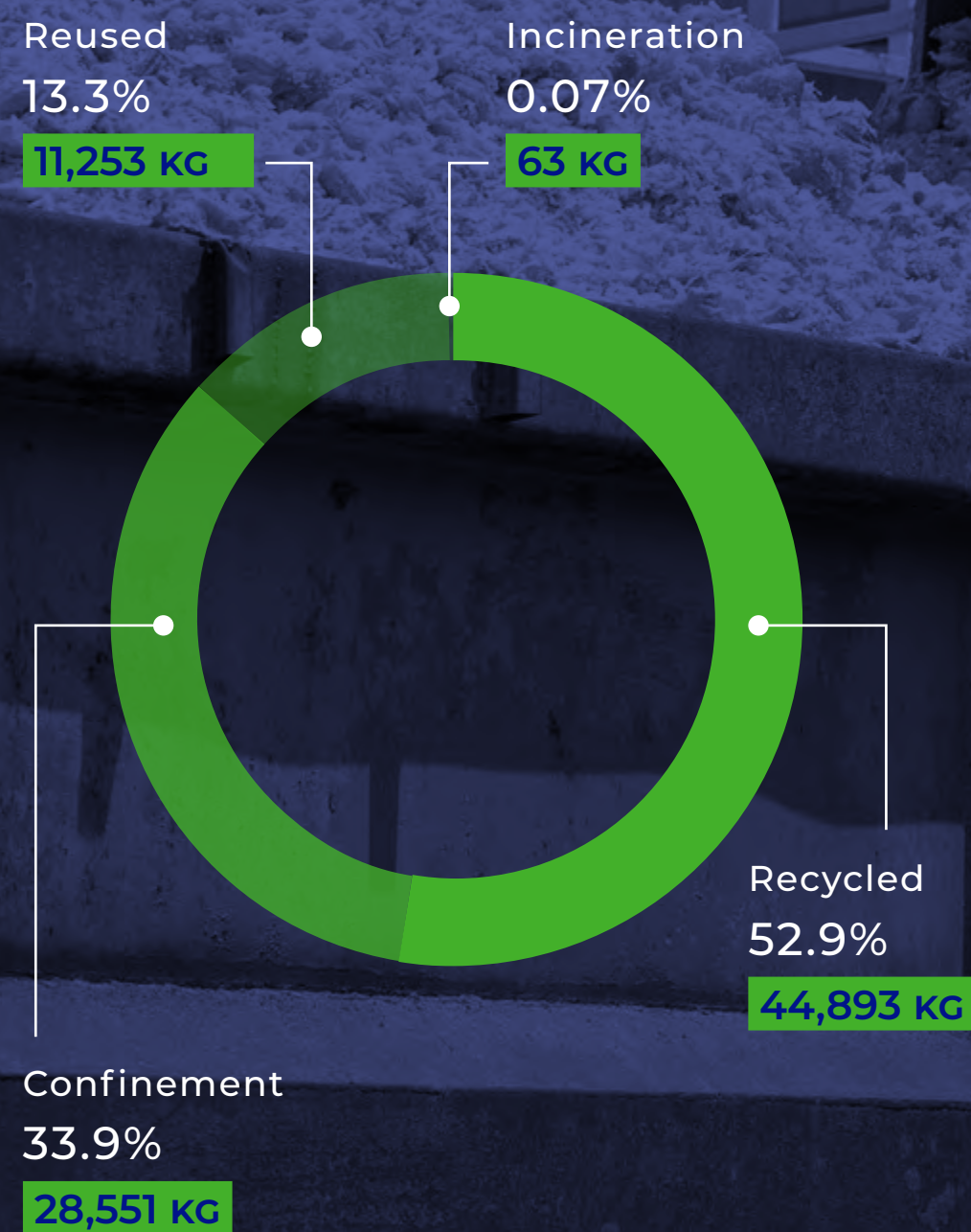


We seek to actively contribute to the solution for the global crisis of packaging pollution. In this regard, all our packaging is recyclable.

Non-hazardous waste



Hazardous waste



Municipal solid waste



WE HAVE DEFINED GOALS

FOR THE FOLLOWING YEARS:

Goals — 2022 — 2023 — 2024

Implementation of recycled PET
in PET bottles

50% recycled PET in cold
fill bottles.

25% recycled PET in hot
fill bottles.

Reduction of polyethylene shrink
film in packaging

**reduce by 7% the amount of
shrinkable polyethylene** sent
to the market.

Reduction of corrugated
cardboard in packaging

**reduce by 7% the amount of
corrugated cardboard** sent to
the market.

Stretch film reduction

**reduce by up to 10% the
amount of stretch film** sent to
the market.

Implementation of recycled
polyethylene resins in shrink
films for packaging

add 15% recycled resin.



The recycling rate of our PET products is 53%.
We are members of ECOCE.

GOALS BY CATEGORY:

Goals — 2022 — 2023 — 2024

Packaging	» Biodegradable straws	» Reduction in packaging weights » IBB technology in packaging	» Eco design » Eco-labeling » Recycled material
Water	» Water recovery and reuse (WWTP)	» Rainwater harvesting	» Water circularity » Aquifer recovery
Agriculture	» Urbanization in communities: construction of road and bridge in Tuxpan	» Sustainable agriculture/Organic Certification	
Sustainable certifications	» LEED certification	» <i>Industria Limpia</i>	
Sustainability		» Lifecycle calculator	» Circular economy » Carbon credits
Energy		» Electric transport: forklifts and vehicles » Photovoltaic projects in Chihuahua and Tulpetac plant	
Waste		» Zero waste	



Chihuahua
Puebla
Durango
Coahuila

EMPLOYEES

**We do things
with *great*
people.**

985

EMPLOYEES RECEIVED PERFORMANCE
EVALUATION

*excellent • professional • tenacious •
efficient • passionate*



JUMEX
Industrial Fruit Products

Produced By
Jugomex S.A. de C.V.





Employees

Having a beverage lineup that is among the most recognized by consumers in Mexico would not be possible without the dedication and commitment that our employees give every day to produce, distribute and market beverages of the highest quality.

Well-being and labor practices

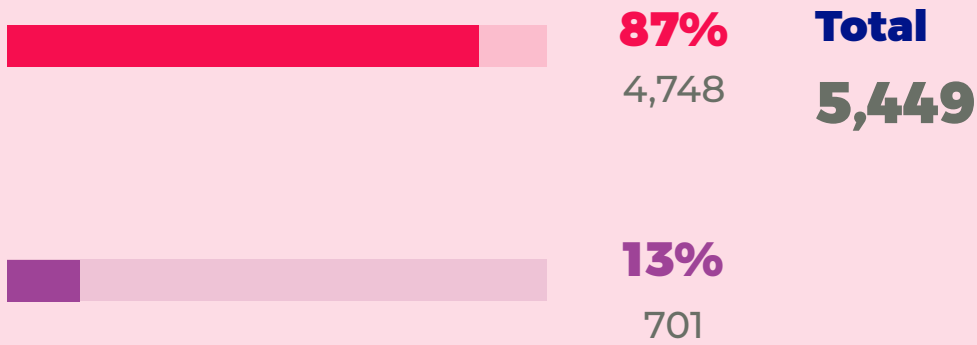
102-8, 401-1, 401-2, 401-3, 402-1, 405-1

In Grupo Jumex our staff is made up of 6,454 people who share the same mission, vision and values to offer products that have earned the trust of Mexican families.

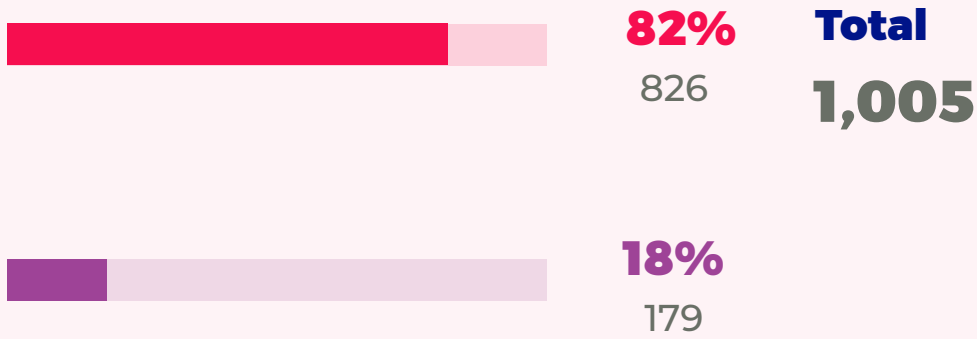


EMPLOYEES BY
CONTRACT AND GENDER

PERMANENT CONTRACT



TEMPORARY CONTRACT



EMPLOYEES BY CONTRACT AND REGION

● Permanent contract
employees

Total
5,449

● Temporary contract
employees

Total
1,005

EMPLOYEES BY GENDER AND WORKING DAY

13%
WOMEN
880



87%
MEN
5,574



EMPLOYEES BY JOB CATEGORY, GENDER AND AGE

JOB CATEGORY	Top Management		Ejecutives		Administrative		Unionized	
	W	M	W	M	W	M	W	M
GENDER	W	M	W	M	W	M	W	M
UNDER 30 YEARS OLD	-	-	3	1	182	629	86	849
BETWEEN 31 AND 50 OLD	1	4	66	150	346	2,191	148	1,121
OVER 51 OLD	-	15	10	55	18	345	20	214
TOTAL	1	19	79	206	546	3,165	254	2,184

We recognize that our employees are a fundamental element for the development of the business. In this sense, we seek that committed and passionate people join our team, offering them a competitive salary, benefits higher than what is required by law in Mexico, a work environment where they can learn, grow and develop personally and professionally, in addition to other benefits such as:



» Savings fund



» Grocery vouchers



» Bonuses



» Life insurance

Throughout the year, **217 employees took parental leave, 25 women** and **192 men**, of which 84% and 99% respectively returned to work at the end of the leave, while **67% of women** and **87% of men** are still part of Grupo Jumex after one year of enjoying this benefit.

We value diversity of age, gender, origin, nationality, marital status, ideas, opinions, religion, social or economic situation, preferences and ways of thinking because we know they complement our team and strengthen it.

We offer equal opportunities in the processes of recruitment, selection, hiring, promotion and performance evaluation, as well as universal benefits, regardless of the type of contract.

During 2021, 1,673 new employees joined our workforce.

NEW HIRES OF EMPLOYEES BY GENDER AND AGE

	WOMEN	MEN
UNDER 30 YEARS OLD	150	661
BETWEEN 31 AND 50 YEARS OLD	143	680
OVER 51 YEARS OLD	5	34
Total	298	1,375

STAFF TURNOVER BY GENDER AND AGE

	WOMEN	MEN
UNDER 30 YEARS OLD	134	766
BETWEEN 31 AND 50 YEARS OLD	142	872
OVER 51 YEARS OLD	18	102
Total	294	1,740

For different reasons, 2,034 employees were no longer part of our team. In case of significant changes in our operations, the minimum notice period we give to our employees is one week.

Training and development

404-1, 404-2, 404-3

The world evolves and Grupo Jumex too, for this reason we promote professional and personal development of our employees by offering them different training alternatives.

In 2021 we offered 11 hours of training on average per employee.



AVERAGE HOURS OF TRAINING BY JOB CATEGORY AND GENDER

WOMEN

JOB CATEGORY	FEMALE EMPLOYEES IN THE ORGANIZATION	HOURS OF TRAINING FOR FEMALE EMPLOYEES	AVERAGE HOURS OF TRAINING PER YEAR
Total	841	10,768	12.80
TOP MANAGEMENT	1	15	15.00
EXECUTIVES	226	3,926	17.37
ADMINISTRATIVE	385	4,403	11.44
UNIONIZED	229	2,424	10.59

MEN

JOB CATEGORY	MALE EMPLOYEES IN THE ORGANIZATION	HOURS OF TRAINING FOR MALE EMPLOYEES	AVERAGE HOURS OF TRAINING PER YEAR
Total	5,382	46,682	8.67
TOP MANAGEMENT	17	16	0.94
EXECUTIVES	689	6,684	9.70
ADMINISTRATIVE	2,595	28,319	10.91
UNIONIZED	2,081	11,663	5.60

Among the initiatives that we made available to our staff to improve their skills were:



» Scholar support for employees



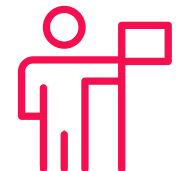
» Instructor certification



» Development of competencies and technical and soft skills for work



» Internal audits program with international certificate



» Leadership program for directors, managers, leaders and supervisors



DEVELOPMENT PROGRAMS

	DIRECTED	OBJECTIVE	SCOPE	TAUGHT
MY MANAGEMENT ROLE	New managers Level 15 and 16	Increase confidence in decision-making and level of assertiveness	36 managers	iCAMI
INSPIRING LEADERS	Senior Managers Level 17 and above	Increase level of trust and generate action plans	53 people	iCAMI
TRANSFORMATIONAL LEADERS	Directors	Digital transformation	11 participants	Deloitte
HIGH-PERFORMANCE LEADERS	Sales, Logistics and Manufacturing	Leadership culture	210 participants	-

With the aim of developing employees with skills to prevent and solve problems in Jumex processes and technologies, as well as increase productivity and talent retention, we created **Universidad Jumex**, a program aimed for production operators and maintenance technicians.



SAFETY CLASSES TAUGHT:

LOTO	Risk identification and analysis	Introduction to security policies
Safety standards	NOM-004-STPS-2020 Safety conditions in the operation of machinery and equipment	First aid
NOM-029-STPS-2011 Safety conditions in maintenance and electrical installations		

SUCCESS STORIES:

First class:

The "Faculty of Manufacturing" consists of four semesters, currently is in the last semester.

START	ACTIVE STUDENTS	ENDS	AVERAGE SKILL LEVEL
2018	50 employees	2022	1.8
SCOPE			
PRODUCTION OPERATORS AND MAINTENANCE TECHNICIANS			

Derived from the knowledge acquired in the "Faculty of Manufacturing" these are success stories:

8 EMM Facilitators	55 Classes taught
6 Production assistants	17 Internal instructors
1 TPM Coordinator	2 External instructors
1 Focused Improvement Leader	MAIN FOCUS ON LEVEL 2 SKILL
1 Safety leader	"Putting into practice the knowledge acquired"
10 Internal instructors	

Second class:

The "Faculty of Manufacturing" consists of four semesters, currently is in the second semester.

START	ACTIVE STUDENTS	ENDS	AVERAGE SKILL LEVEL
2020	43 employees	2023	1
SCOPE			
PRODUCTION OPERATORS AND MAINTENANCE TECHNICIANS			

Derived from the knowledge acquired in the "Faculty of Manufacturing" these are success stories:

4 EMM Facilitators	
2 Production assistants	
20 Classes taught	
10 Internal instructors	MAIN FOCUS ON LEVEL 1 SKILL
2 External instructors	"Knowing the theory Understanding the theory"

Road Safety Program

Through this program **we trained our employees with support from GNP and Yamaha** with the aim of providing a safe environment and reducing risks related to road safety.

In addition, we promote road safety through internal campaigns, control of accidents by area, purchase of safety equipment and internal training for forklifters.





In order to train our employees who are about to retire we have two courses, The ABC of Retirement and Retirement Plan, with which 57 people benefited.

We recognize that everything that is measured can be improved, so this year we carried out evaluations to measure the performance and professional development of our people.

EMPLOYEES WHO RECEIVED PERFORMANCE EVALUATION BY JOB CATEGORY AND GENDER

JOB CATEGORY	WOMEN	MEN
TOP MANAGEMENT	1	14
EXECUTIVE	208	533
ADMINISTRATIVE	89	140

Occupational health and safety

403-1, 403-5, 403-6, 403-9, 403-9, 403-10

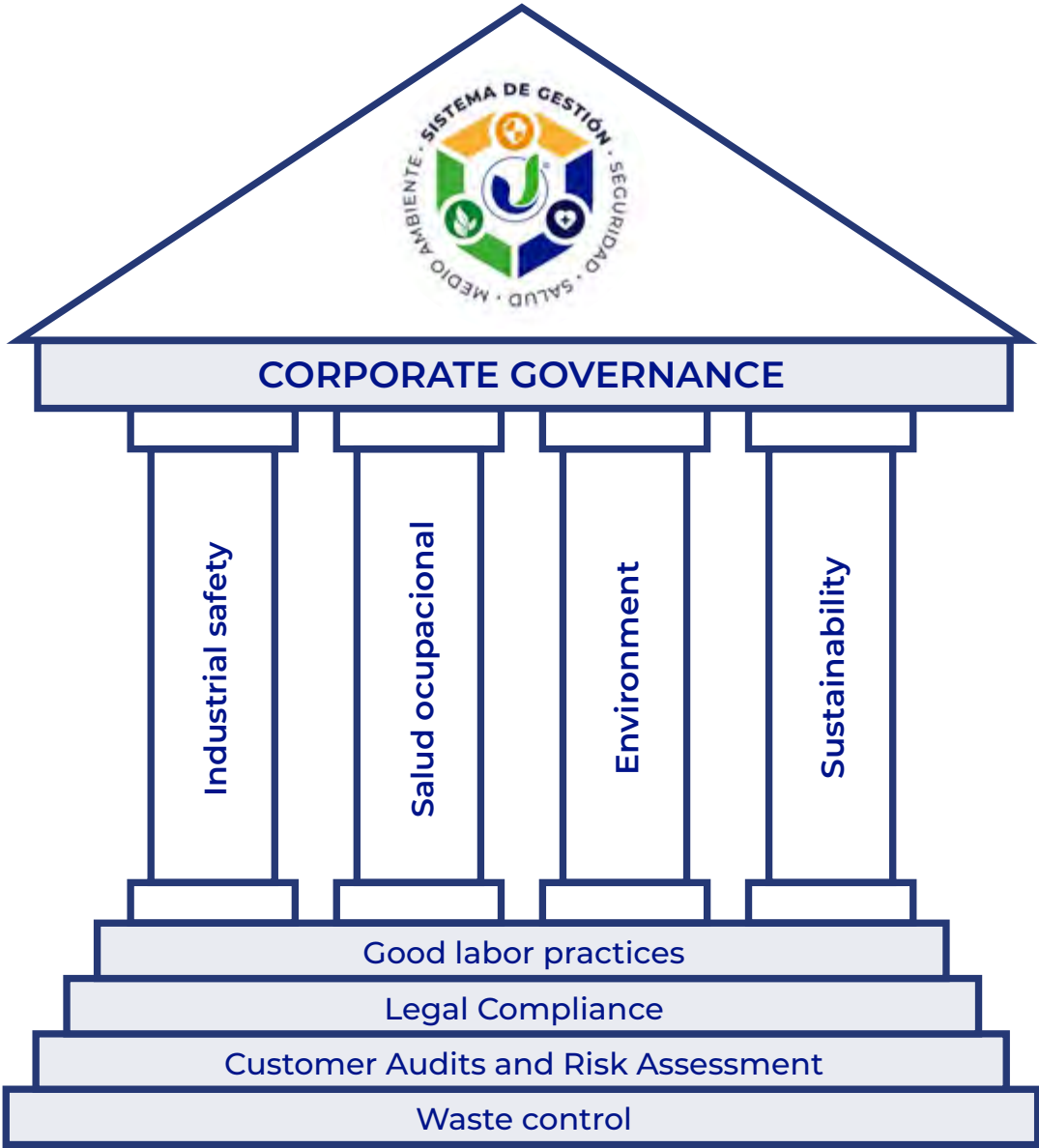
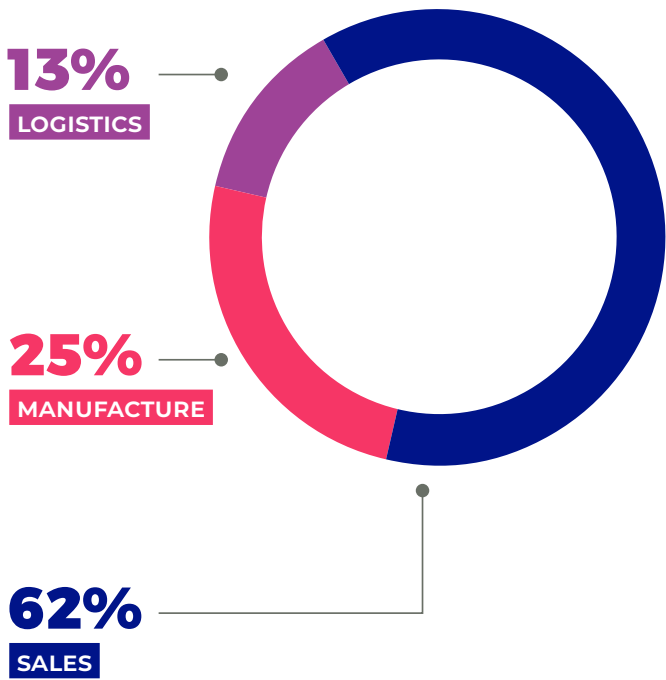
At Grupo Jumex we care about the physical and mental integrity of our people, so we implemented health and safety initiatives focused on risk prevention and assistance in cases of emergency.

We have a management system in Safety, Health and Environment (SHE), which aims to mitigate risks, reduce work accidents and control business losses by establishing good operational practices.

The SHE is aligned with the requirements of state agencies under which all our employees operate.

In addition, with the aim of promoting the integral well-being of our employees, we have the **Orienta PAE** Employee Assistance Program, a service that offers support, guidance and orientation on emotional, medical, nutritional, veterinary, legal, counseling and family economic issues. This benefit is free, confidential and available to our employees and their families.

RECORDED ACCIDENTS





0

**NUMBER OF DEATHS RESULTING FROM AN ACCIDENT
INJURY AT WORK****RATE: 0**

1

**ACCIDENTS AT WORK WITH MAJOR CONSEQUENCES
(EXCLUDING DEATHS)****RATE: 0.01**

202

NUMBER OF RECORDABLE WORKPLACE ACCIDENT INJURIES**RATE: 3.41****Number of worked hours
17,382,000**

Aguascalientes
Michoacán
Zacatecas



CUSTOMERS, CONSUMERS AND COMMUNITY

**We do things
with *love*
for those
around us.**

Jumex 0%

**WAS RECOGNIZED AS THE FLAVOR
OF THE YEAR 2021 IN THE CATEGORY
OF JUICES AND NECTARS**



Customers, consumers and community

We are committed to providing our customers, consumers and the community with healthy and delicious hydration experiences for every moment of the day through our beverages.



Nutrition and health

416-1, 416-2, 417-1, 417-2, FB-NB-260a.1

We have a portfolio of healthy and sugar-free beverages that anticipates the needs of our consumers.



Único Fresco

is a 100% natural product with no added ingredients. 100% natural, 100% unique. We select fruits of the highest quality to achieve a natural nutrition experience with a unique flavor.



Jumex 0%

gives you a reduced calorie alternative, without added sugar with the best of ready-to-drink fruit.

We promote the well-being of society through different initiatives:



» Promotion of culture through Fundación Jumex



» From 2016 to 2019 our employees replanted 19 hectares in Valle de Mexico



» Training for diversity and inclusion



» School scholarship awards



» Delivery of loyalty recognitions to employees



» Promotion of our Jumex values



» Supporting communities for economic and educational development



» Promotion of our Code of Conduct



» Comprehensive health campaigns

We also carry out responsible advertising strategies for our products so that our customers and consumers can make informed decisions about their health and the planet.

We have a procedure that indicates the guidelines for the development or modification of our labels and containers in a timely manner.

During 2021 we did not report any non-compliance with regulations related to health impacts or labeling.

Customer and consumer satisfaction

Our goal is to deliver quality products that exceed the expectations of our customers and consumers, ensuring their satisfaction. We transform our portfolio according to their changing needs, innovating with new beverages, or adapting our formulas.

The ingredients we use are adhered to the highest quality standards, as well as to the applicable local and international regulations such as:

- | | |
|---|---|
| <input checked="" type="checkbox"/> <i>Industria Limpia</i> | <input checked="" type="checkbox"/> Kosher |
| <input checked="" type="checkbox"/> Safe Quality Food (SQF) | <input checked="" type="checkbox"/> Halal |
| <input checked="" type="checkbox"/> EcoVadis | <input checked="" type="checkbox"/> Sure Global Fair (SGF)* |

*Only in fruit concentrates.

THIS YEAR, GLOBAL QUALITY CERTIFICATIONS OF MÉXICO RECOGNIZED JUMEX 0% AS THE 2021 FLAVOR OF THE YEAR IN JUICES AND NECTARS CATEGORY

Community engagement

Jumex is a responsible company with its people, with its environment and with the community, and as such, we seek to achieve greater and better competitiveness based on state-of-the-art technology, good operating practices, solid labor relations and giving back to society in the places where we have a presence.

During 2021, we were recognized as a *Empresa Socialmente Responsable (ESR)* by Centro Mexicano para la Filantropía (CEMEFI).

The leadership that we have consolidated over the years carries the responsibility of promoting development and well-being in the country, so through Fundación Jumex and our social responsibility programs we are committed to the well-being of communities, the Mexican field, education and Mexican talent.

WE ARE A PROUDLY

MEXICAN COMPANY

DEDICATED TO OFFERING PRODUCTS

OF THE HIGHEST QUALITY, WITH A

SOLID COMMITMENT TO MEXICO AND

ITS COMMUNITIES



During this year, we rehabilitated 5.5 kilometers of road to the community of Frijolillo in Tuxpan, Veracruz and supervised the work done to the bridge that connects this town, benefiting more than 1,500 inhabitants of various communities surrounding our Tuxpan Plant.

Fundación Jumex

203-1

We are committed to promoting individual well-being, as well as the collective development of Mexican society in the artistic, academic and educational fields.

In 2001, Fundación Jumex was born, which promotes its mission through two complementary programs:

PROMOTION

dedicated to supporting the production of contemporary art and independent projects.

EDUCATION

committed to improving visitors' ability to understand and appreciate contemporary art.

Main platforms

Colección Jumex

One of the main collections of contemporary art in Latin America.

Museo Jumex

A place for the exhibition and activation of contemporary art.



Museo Jumex

On November 19, 2013, Museo Jumex opened its doors with the aim of awakening in the different types of visitors their sensitivity and critical sense regarding art, and specifically the exhibitions presented in this enclosure.

Both the entrance to the Museo Jumex and the participation in certain activities offered, are totally free.

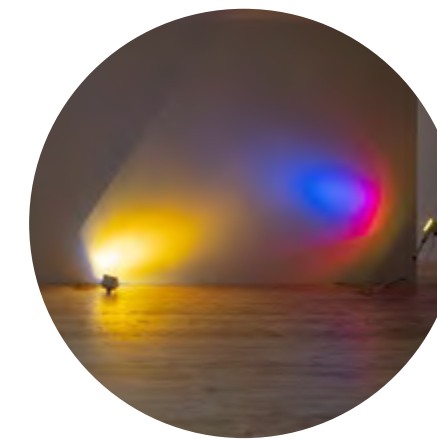
Since opening and until December 31, 2021, Museo Jumex has received 1,940,305 visitors with world-class exhibitions such as *"Apariencia desnuda: el deseo y el objeto en la obra de Marcel Duchamp y Jeff Koons"*, *"Andy Warhol. Estrella Oscura"*, *"James Turrell: Pasajes de Luz"*, among others.

In 2021, even with pandemic-related circumstances, Museo Jumex received 117,878 visitors and served 3,642 people in its educational and public programs.

2021 exhibitions



» *Sofia Tables:*
Gama Temática



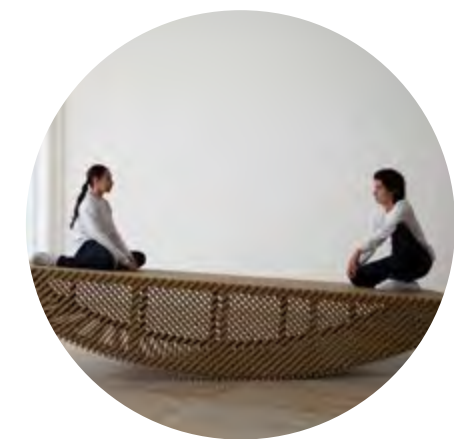
» *Colección Jumex:*
Temperatura
Ambiente



» *Roca, Isla, Glaciar*



» *Leo Marz:*
El Acontecimiento
Suspendido



» *Excepciones normales:*
Arte contemporáneo
en México

2021 education events

During 2021, the scope of the museum went beyond face-to-face. In response to the new post-pandemic realities and the request of the authorities, most of the activities of the public and educational program of Museo Jumex were carried out virtually.

TYPE OF ACTIVITY	TYPE OF EVENTS	# OF EVENTS	# OF PARTICIPANTS
WORKSHOPS FOR CHILDREN AND FAMILIES	ONLINE	13	2,108
TALKS/PANELS/CONFERENCES	ONLINE	5	553
PERFORMANCE	ON-SITE	2	160
READING CIRCLES	ONLINE	3	149
MISCELLANEOUS COURSES	ONLINE	8	201
VIRTUAL TOUR	ONLINE	8	293
TEACHER WORKSHOP	ONLINE	1	18
YOUTH WORKSHOP	ONLINE	9	135
STUDY VISITS	ONLINE	3	25
Total		52	3,642

In addition, we offer scholarships for students and financial support programs for the artistic production of independent projects.

FJAC SCHOLARSHIP PROGRAM

Fundación Jumex’s scholarship program offers financial aid to master and doctoral students for studies in the visual arts and related fields, both at Mexican and foreign institutions.

18

SCHOLARSHIPS WERE AWARDED IN 2021

163

SCHOLARSHIPS HAVE BEEN AWARDED SINCE THE BEGINNING OF THE PROGRAM

FJAC SPONSORSHIP PROGRAM

Fundación Jumex Arte Contemporáneo's sponsorship program was created to support individuals, groups, collectives and institutions committed to the production, research and dissemination of contemporary art. Sponsorships are awarded annually through an open call.

24

SPONSORSHIPS WERE GRANTED IN 2021

174

SPONSORSHIPS HAVE BEEN AWARDED SINCE THE BEGINNING OF THE PROGRAM

About this report

102-48, 102-50, 102-51, 102-52, 102-54, 102-56

For the first time we published our Sustainability Report 2021, in which we share with our stakeholders the environmental, social and corporate governance performance of Grupo Jumex from January 1st to December 31, 2021.

The information reported considers the 30 states of the Mexican Republic where we have a presence and is limited to the operations of Grupo Jumex, so it does not include information from other companies, entities, customers, or business partners.

Since it is our first year preparing this report, we do not report data or information that could have variations with respect to previous years.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. It also responds to the recommendations of the Sustainability Accounting Standards Board (SASB) applicable to the non-alcoholic beverage industry of which we are a part.

Because it is our first report on the subject, it was not verified by an external entity.



GRI Content Index

102-55

GENERAL CONTENTS			
GRI Standard		Content	Page or response
GRI 101: Foundation 2016			
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Contact

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